

A SURVEY OF PROGRAMS TO RECOGNIZE  
INDIVIDUAL **TEACHER EXCELLENCE** IN ALBERTA

**A.T.A LIBRARY**

Prepared by the  
TEACHER CERTIFICATION & DEVELOPMENT BRANCH  
ALBERTA EDUCATION

For  
THE COUNCIL ON ALBERTA TEACHING STANDARDS

September, 1986

## TABLE OF CONTENTS

	<u>Page</u>
BACKGROUND	1
INTRODUCTION	
Purpose of Study	3
Methodology	3
OUTLINE OF EXISTING PROGRAMS	
Sample 1 Educator (& Support Staff) Awards of Distinction	5
Sample 2 A. Champions of Learning	7
B. School Leadership Award	8
C. Salute to Excellence Program	9
D. Most Promising First Year Teacher	12
Sample 3 School Board Awards	13
Sample 4 Recognition of Teacher Excellence	15
Sample 5 A. Teacher Recognition Certificates	16
B. Board of Education Teacher Recognition and Awards Night	16
Sample 6 Identification and Reward of Teacher Excellence in Alberta	17
Sample 7 Programs to Recognize Individual Teacher Excellence	17
Sample 8 Application and Recognition of Excellence	18

	<u>Page</u>
Sample 9 Teacher Plus Program	19
Sample 10 Recognition of Excellence Program	23
Sample 11 Programs to Recognize Individual Teacher Excellence	27
Sample 12 Provincial A.T.A. Awards	
A. John Walker Barnett/F.J.C. Seymour Fellowships in Education	29
B. Ventra Travel Services Ltd. Scholarship	30
C. Alberta Credit Union Scholarship	31
D. Hilroy Fellowships	32
E. ATA Gold Medals	33
F. ATA Educational Trust	33
Sample 13 The University of Calgary	
A. Awards for Distinction in Teaching	36
B. Outstanding Professor Award	37
General Responses	38
<b>FUTURE PROGRAMS</b>	39
<b>REACTIONS TO PROGRAMS TO RECOGNIZE TEACHER EXCELLENCE</b>	
In Support of Programs to Recognize Teacher Excellence	40
In Opposition to Programs to Recognize Teacher Excellence	41
<b>SUMMARY OF SURVEY OF PROGRAMS TO RECOGNIZE TEACHER EXCELLENCE</b>	43
<b>RECURRING THEMES IN THIS STUDY</b>	45
<b>SUMMARY OF RESPONSES</b>	46
<u><b>SUPPLEMENTAL</b></u>	
A SURVEY OF ATA LOCALS AND ATA SPECIALIST COUNCILS	47
Responses from ATA Locals	47
Responses from ATA Specialist Councils	49
Industrial Education Council	50
Home Economics Specialist Council	51
Learning Resources Council	53
Social Studies Council	57
Guidance Council	64
Health & Physical Education Council	65
Special Education Council	72

### BACKGROUND

Since its inception by Ministerial Order of 21 June 1985, the Council on Alberta Teaching Standards has been actively engaged in activities to fulfill its mandate to make recommendations to the Minister in a number of areas including the area of programs which recognize teacher excellence. As a result, Council requested that research be conducted, prepared in report and presented for consideration with respect to excellence. Consequently, Council began by examining the broad notion of excellence through examination of the perception of excellence in corporate structures. In looking at excellence in organizations a number of factors frequently reappeared which seem to be the common denominator in the perception of excellence within the organization. These factors included a bias for action, a client-centered philosophy, autonomy and entrepreneurship opportunity for members of the organization, productivity through people, a clear value system, adaptability of the organization and a simple, lean staff structure.

The Council on Alberta Teaching Standards also examined programs currently in use in the province which recognize excellence. The Alberta Achievement Awards of Alberta Culture, for example, recognizes excellence through performance, service, and exceptional contributions and/or achievements in a professional/occupational capacity. Review of applications is done by a seven member committee appointed by the Minister of Culture including a representative from Advanced Education, Culture, Parks and Recreation and Municipal Affairs. In order to verify nominations three contacts with peers of the individual nominated are usually made. At that time verification of the criteria for nomination is made and the information on the candidate is substantiated. Numerous individuals are honored in each category with no prescribed limit to the number of awards to be presented. Criteria are broad by design to allow the selection committee latitude and flexibility in the selection process.

The Council on Alberta Teaching Standards also examined the process and criteria for selection of candidates for the annual Edwin Parr Award presented by the Alberta School Trustees' Association to the "Novice" teacher of the year. Further, Council looked at the Culture Heritage Language Development Awards which recognize contributions to the development of heritage language education. In the latter program both certificated and non-certificated teachers have been honored in the past in both categories of "Service" and "Outstanding Achievement".

The programs identified above most frequently honor recipients of awards by presenting certificates or plaques in most cases.

## INTRODUCTION

### **Purpose of the Study**

It appears that currently no data is available which describes the number and types of programs for recognizing teacher excellence in the province nor is there, therefore, data compiled centrally on the criteria and procedures for selection of individual teachers for award. In addition to providing information in these areas, the Council on Alberta Teaching Standards was also interested in knowing if such a program for recognition of excellence was begun and suspended in a local jurisdiction and, if so, why was such a program suspended. Further, the Council was interested in knowing the nature of the award (ie. certificate, plaque, other).

In collecting this data, the Council on Alberta Teaching Standards sought to examine alternatives with the intent of making a recommendation to the Minister with regard to programs to identify teacher excellence.

### **Methodology**

A letter from the Chairman of the Council on Alberta Teaching Standards was forwarded to all local school jurisdictions, Category 1 and 2 private schools, the Alberta School Trustees' Association, the School For The Deaf, the university Faculties of Education and the Alberta Teachers' Association central.

Four questions were posed in the letter:

- 1) What programs exist in the Province to identify individual teacher excellence?

- 2) What criteria and procedures are used in the selection process?
- 3) If a program for recognition of excellence was begun and suspended in a local jurisdiction, why was such a program suspended?
- 4) What is the nature of the award? (certificate, plaque, other)

If a program of excellence existed in one of the jurisdictions polled, a copy of a brochure or statement describing the program was requested. If no such statement or brochure was available, respondents were asked to provide a brief description of the program in response to the four questions noted above. Respondents were asked to forward responses to the Teacher Certification and Development Branch for compiling and respondents were requested to respond within a period of approximately 60 days. Those respondents who indicated an interest in receiving a copy of the survey results were asked to indicate so and a copy would be forwarded to them with the compliments of the Council.

## OUTLINE OF EXISTING PROGRAMS

### **Sample 1 Educator (& Support Staff) Awards of Distinction**

#### Purpose

The purpose of the awards is to officially recognize outstanding job performances, special job-related achievements and/or exemplary contributions to the school/school system by professionals (and support staff employees).

#### Eligibility

Any member of the professional staff including regular and part-time teachers, vice-principals, principals and certificated central office staff except the Superintendent of Schools (a separate category exists for school support staff including bus drivers, caretakers, secretaries, library clerks, teacher aids, etc.). An individual cannot win the award in two consecutive years.

#### Nomination Procedures/Criteria

Nominations may be submitted by an individual only and not by a group of individuals. Nominations may be made by a parent/guardian, teacher, principal, vice-principal, central office coordinator or members of the school support staff. All nominations are strictly confidential (the names of those individuals who submit nominations, and the names of the nominees are kept in strict confidence).

All nominations must include the reason(s) for the candidate being nominated (description of outstanding job performance, special achievements, and/or exemplary contributions to the school/school system as a whole.

Selection Committee

A three member selection committee consists of the Superintendent of Schools (Education Award only), Secretary/Treasurer (Support Staff Member Award only), Board Chairman and one other trustee.

Nature of the Award

Recipients of this award receive a plaque.

- Sample 2    A.   Champions of Learning  
              B.   School Leadership Award  
              C.   Salute to Excellence Program  
              D.   Most Promising First Year Teacher

A.   Champions of Learning

Purpose/Eligibility

The Champion of Learning Award is given to deserving school-based teachers on the basis of the best amplification of prescribed behavioral and effective teaching characteristics.

Criteria/Characteristics

Champion of Learning characteristics identified are:

- Commitment to (Catholic) Schooling.
- Contribution to the well being of the whole school.
- Preparation and presentation of appropriate learning activities.
- Maintenance of a well managed and comfortable learning environment in the classroom.
- Regular monitoring and assessing of student programs.
- Holding expectations of continuous learning for all students.
- Demonstrating belief in life long learning.
- Celebrating learning (deliberately draws attention to students' accomplishments and successes).

### Nomination/Selection Procedures

School board administrators forward nominations of potential candidates according to the characteristics described to district office where selections are made.

### Nature of the Award

Recipients of this award receive a plaque.

## B. School Leadership Award

### Purpose/Eligibility

The School Leadership Award is given to a deserving school-based administrator annually according to established criteria who best practiced the effective schools leadership characteristics.

### Characteristics

Effective School Leadership characteristics identified are:

- School-wide measurement and recognition of academic success.
- An orderly and studious school environment.
- High emphasis on curriculum articulation.
- Support for instructional tasks.
- High expectations and clear goals for student performance.
- Collaborative planning with staff.
- Instructional leadership.
- Parental support for the education of students.
- Catholic schools leadership.

#### Nomination/Selection Procedures

Consulting and administrative staff nominate potential candidates for award according to the characteristics described.

Nominations are forwarded to the Superintendent of Schools for selection.

#### Nature of the Award

Recipients of this award receive a plaque.

### C. Salute to Excellence Program

#### Purpose

The purpose of this program is to acknowledge and honor deserving individual employees, students and volunteers for outstanding performance and/or service to the community as well as recognizing district programs that signify a commitment to excellence.

#### Eligibility

Throughout the course of the year, on a monthly basis, and at the beginning of each regular meeting of the board, a few minutes are scheduled for the board to provide a "Salute to Excellence". Two classifications include student

Achievement and Program Highlights. Employee recognition is achieved by categorizing personnel as follows:

- Elementary Certificated Staff
- Junior High Certificated Staff
- Senior High Certificated Staff
- Administrators/Coordinators/Consultants
- Support Staff - Certificated/Non-Certificated  
(ie. Counsellors, librarians, payroll clerks, warehouse personnel, etc.)
- Several categories of non-professional staff  
(bus drivers, caretakers, secretaries, library clerks, teacher aids, etc.)

#### Nomination Procedures/Criteria

Criteria for nomination may include, but not necessarily be limited to:

- Outstanding performance as to assigned responsibilities.
- Performance beyond the assigned responsibilities.
- An outstanding contribution in the form of community service.

Nominations are channeled to the office of the Superintendent at any time but for those category of employees who are to be considered for a specific month, the deadline for receipt is normally the 10th day of each month. Nominations are received by the Selection Committee and two ballots are generally used to determine a monthly winner and a ranking of four runners-up.

### Selection Committee

The Selection Committee is comprised of eleven (11) members. Two are permanent members, a chairperson appointed by the Superintendent and the communications person designated for the school district. The other nine members are those denoted by the various categories. The nine members of the committee are the former award winners represented by the nine categories. Each of the nine members serves a one-year term coinciding with the month in which they receive their respective awards. Thus each month sees a new member joining the committee in place of yet another member who has completed his/her term. The committee chairperson notifies the Superintendent of Schools and the immediate supervisor of the "Employee of the Month".

### Nature of the Award

The immediate supervisor, on notification of the winner, will allow for an in-house celebration to be planned and carried through in advance of official school board presentation to winner. A plaque and accompanying letter is presented to the employee by the school board chairperson or designate. As well all nominees receive written recognition for their noteworthy efforts. All award winners for a given one-year period are again recognized at the awards dinner held each spring. Finally recognition of the outstanding district employee is publicized each month in the District Newsletter, in local press and on local radio.

**D. Most Promising First Year Teacher**

Purpose

The purpose of this award is to recognize the beginning teacher in the district showing the most promise.

Eligibility

All teachers in their first full year of service to the district are eligible for nomination.

Nomination Procedures/Criteria

Nominations are forwarded by school board administrators to district office for selection.

Nature of the Award

Recipients of this award receive a plaque.

### Sample 3 School Board Awards

#### Guidelines

- 1) Nominees can be any employee of the district.
- 2) Selection or nomination is by the principal or department manager.
- 3) Awards are for excellence rather than effort.
- 4) Awards are given at the annual board social evening in the fall.
- 5) Principals and department managers will generally have the whole year to observe and select.

#### Criteria

The nominee should exhibit excellence in as many of the listed criteria as possible. Each criteria will receive equal weighting.

- Extra-Curricular Activities
- Additional Help to Students
- Curriculum Development
- Professional Service
- Professional improvement and development
- Job Competence
- Interpersonal Communication Skills
- Assistance to Other Staff

(It is believed that if the criteria used in the selection process are sufficiently well specified and if the goal is excellence in as many categories as possible, then there will be no need to set quotas or ratios, since the award winners will be evident.)

Selection Committee

Selection for awards is made by a subcommittee recommendation to the Teacher Trustee Liaison Committee.

**Sample 4     Recognition of Teacher Excellence**

- A. A program to recognize teacher excellence in this jurisdiction includes the following activities:
- 1) Schools nominate individuals according to criteria for excellence established by individual staffs. Up to 10% of their number are recognized annually. Criteria have included such factors as contributions to extra curricular activities, program excellence and the quality of interpersonal relationships.
  - 2) Selection is made by secret ballot.
  - 3) Administrators are nominated by the Board.
  - 4) All those selected for recognition are presented with plaques by the Chairman of the Board of Education at a ceremony during the annual County Dinner and Social.
- B. The Superintendent of Schools in this county, commencing with the 1986-87 school year will award personal pins for the recognition of excellence. The criteria will be determined by the Superintendent himself.

Sample 5    A.    Teacher Recognition Certificates  
              B.    Board of Education Teacher Recognition and Awards  
Night

A.    Teacher Recognition Certificates

These certificates which are presented on behalf of the Board of Education briefly outline the special contribution the teacher has made. These certificates are presented either informally or at a formal function such as retirements and school awards days. The certificates are framed and each month at the regular Board of Education meeting, those teachers who have received a certificate are acknowledged.

B.    Board of Education Teacher Recognition and Awards Night

This function is held once a year to recognize individuals with long service and outstanding teachers. Nominations and recommendations for special recognition are made through school level administration and central office administration. The nominations which are handled through the central office are made informally rather than following a prescribed set of criteria. In some cases a plaque is presented, however, most frequently a teacher recognition certificate is presented. The Recognition and Awards Night is intentionally kept low-key and informal.

#### **Sample 6 Identification and Reward of Teacher Excellence in Alberta**

A program was recently begun within this system to identify teacher excellence. However, the selection process and criteria are kept confidential "because of the possible negative ramifications of the program among colleagues". The individuals identified for recognition are selected by the Superintendent of Schools using the processes of observation of the teacher (formal and informal), written surveys by teacher, and interviews with the teacher. The award is a confidential letter of recognition.

#### **Sample 7 Programs to Recognize Individual Teacher Excellence**

Within this school jurisdiction is a board policy relating to staff relations, acts of recognition and appreciation. This policy states that "acts of recognition and appreciation should be carried out on a continuous basis with the purpose of promoting good relationships with staff and community".

##### Guidelines

Letters, cards and/or flowers are sent to employees for recognition of unusual achievement or effort. In addition the board hosts an annual Social Evening for all present and retired employees at which time special recognition is made to individuals. Lastly the board may, by resolution at any time, extend special recognition to staff or trustees in addition to the awards identified in this policy.

Further, this school jurisdiction, as a matter of procedure for supervisors, directs administrators to communicate with the Superintendent in regard to significant events affecting employees under their supervision and to make suggestions for action that would further the promotion of school and community relations.

### **Sample 8    Application and Recognition of Excellence**

By board policy, employees who have given exceptional service or who have gained provincial or national achievement will be recognized by the board for such service or recognition.

When excellence is observed at the School level, it is often shared with other staff members through the professional development segment at school staff meetings which is becoming emphasized to a much greater extent in this jurisdiction. An extension of this program is the use of local expertise for the jurisdiction professional development days and the presentations to the Board of Education. Also, a number of teachers from this jurisdiction have been selected to teach inservice courses at the university level. Recognition of this excellence is often conveyed to the teacher by the board by providing release time, paying for the teacher to attend workshops and conferences, paying an honoraria, or presenting small gifts and/or letters of commendation.

At the administration level, the Board of Education in this jurisdiction "has demonstrated a willingness" to promote from within the system as a means of recognizing excellence as well as hosting annually a Board/Administration Social to thank school based administrators for their efforts.

## **Sample 9 Teacher Plus Program**

### Purpose

The purposes of the Teacher Plus Program are:

- To recognize distinguished teacher performance.
- To retain and attract outstanding teachers.
- To improve teacher skills and knowledge and, thereby, improve the quality of education available to students.

### Eligibility

- 1) Teachers must teach more than 70% of the time in the classroom.
- 2) Teachers may receive a Teacher Plus Program award once every three years.

### Nomination Procedures

Teachers submit an application form to the Associate Superintendent of Personnel along with a completed question form and three reference forms (one from a presently employed principal or vice-principal for whom the teacher worked, one from a presently employed administrator - central office or school based - with whom the teacher currently works and one from a presently employed certificated employee of that board).

### Selection Procedure/Criteria

A selection committee evaluates the applications and prepares a list of persons to be recommended for consideration as distinguished teachers.

The following criteria is utilized by the selection committee:

- 1) Overall excellence and outstanding performance by a teacher in the areas of:
  - effective pedagogy
  - effectiveness in teacher/student interactions
  - effectiveness in relationships with colleagues
  - effectiveness in contracts with parents, the community and the parish
  - effectiveness in contributions to the total school program
  - effectiveness in curriculum development and professional improvement
- 2) Establishment and achievement of annual goals and objectives.
- 3) Other factors relating to overall outstanding teacher performance including attendance and voluntary participation in non-mandated school activities and programs.

#### Selection Committee

The selection committee is comprised of an elementary, a junior high and a senior high school principal. Teachers from Division I, Division II, Division III and Division IV will represent their respective divisions. The committee is chaired by the Supervisor of Professional Development and Teacher Welfare. The Associate Superintendent of Personnel and the President of the A.T.A. Local are ex-office non-voting members of the committee.

Once the committee has recommended the teacher for the award, the Associate Superintendent of Personnel reviews and approves in cooperation with the building principal, the teacher's personal professional development plan.

### Nature of Awards

Approximately 100 awards of up to \$1,500 for study and travel purposes plus release time are available to teachers. Examples of actual professional development activities which could comprise a distinguished teacher's personal leadership plan are:

#### Elementary School Level

- Develop learning packets for teachers and parents in the area of language development.
- Analyze test data to determine school-wide strengths and weaknesses and to identify students who may be misplaced in Language Arts instructional levels.
- Preview and select software which supports the language arts curriculum.
- Prepare resource materials and follow up activities for commonly taken field trips.
- Develop a system to computerize special education records and diagnostic data.

#### Junior High School Level

- Develop interdisciplinary lesson plans using computer and media equipment.
- Building "hands on" activity curriculum for remedial mathematics students.
- Coordinate a special project to prepare a research guide and study program for parents, students and teachers.
- Develop activities which would help students to improve study skills and habits.

#### Senior High School Level

- Create an artistic time line mural integrating historical events, science, mathematics, literature, music and art.

- Organize and implement a parent volunteer program to counsel students and parents of students with academic problems.
- Develop in-service programs on teaching techniques to enhance student attention span.
- Develop an interdisciplinary writing program.

Note: Prior to establishing the Teacher Plus Program a task force consisting of trustee representatives, a parent representative, an A.T.A. classroom teacher representative, a principal representative and a central administration representative was formed in the district "to research appropriate Board recognition of teacher excellence". As the Task Force began to research its mandate, "it became aware of the wide reaching implications of its task. Some of these implications included: teacher effectiveness - programs which assist teachers in techniques to become more effective, and teacher evaluation - the means used to assess the effectiveness of a teacher.'

In an effort to effectively define the parameters of its mandate, the Task Force reviewed the literature, studied background material dealing with recognition of teacher excellence (ie. merit pay, bonuses, master teacher concept, career ladders - monetary recognition / awards, improved working conditions, public recognition - non monetary recognition) and sent representatives to study a viable and effective merit pay incentive plan in Houston. In addition members of the Task Force also attended conferences on the subject of teacher recognition in Lake Louise, Calgary, Chicago and Las Vegas. Finally a Canada-wide survey of the one hundred largest school districts was undertaken in order to determine Canadian School District involvement in rewarding and recognizing teacher excellence.

## Sample 10 Recognition of Excellence Program

### Purpose

As a result of a belief by the Board in this district that the quality of service provided by the staff is at a very high level and that there exists individuals or groups who, "by virtue of their effort, energy, enthusiasm and dedication, serve as a model to others" and thereby enhance the effectiveness of the operation, the Board also believes that recognizing the significant contributions of such individuals and groups provides "public acknowledgement of the respect and esteem in which these persons are held".

### Eligibility/Criteria/Selection

Deserving individuals and groups can by this policy of the Board be identified and honored in accordance with the following guidelines:

- 1) The criteria for selection should be such as to recognize excellence in a variety of forms.
  - a) Teachers in the first year of their careers shall be eligible for nomination for the A.S.T.A. Edwin Parr Award.
    - i) Criteria shall be those established by the Alberta School Trustees Association.
  - b) Any person whose name appears on the District payroll or who is under contract to the District shall be eligible for nomination for the District Award of Excellence on the basis of:

- i) Exceptional or outstanding service in a specific situation, OR
  - ii) Excellent service in a specific area over a long period of time, OR
  - iii) Excellent service across a broad spectrum of activities, which has resulted in significant benefit to others and was undertaken for reasons other than personal gain or aggrandizement.
- 2) The section process should involve participation from all segments of the District.
  - a) Nominations for the A.S.T.A. Edwin Parr Award shall be made by the School Principal.
    - i) The Principal shall make no more than one nomination.
    - ii) All nominees shall be recognized at a public meeting of the Board of Trustees.
    - iii) Deadline for receipt of nominations shall be March 15.
  - b) The selection of the nominee whose name shall be forwarded to the Zone competition shall be made by a committee consisting of the Superintendent of Schools, the Deputy Superintendent and the Assistant Superintendent.
    - i) The name of the District nominee shall be announced at a public meeting of the Board of Trustees.

- c) Nominations for the District Award of Excellence shall be made by members of the staff, student body and parents.
  - i) Any person whose name current appears on the District payroll or who is under contract with the District shall be deemed to be a staff member.
  - ii) Each nomination shall be made on the approved form.
  - iii) Each nomination shall be signed by a minimum of ten (10) persons of which a minimum of seven (7) shall be staff members.
  - iv) No person shall make more than one nomination each year.
  - v) Deadline for receipt of nominations shall be June 30.
- d) All nominations shall be reviewed by the Board of Trustees, Superintendent of Schools and Secretary-Treasurer in closed session.
  - i) The Board shall select, on the basis of information made available, a minimum of one (1) and a maximum of four (4) recipients.
  - ii) Selection shall be by secret ballot.
- 3) The recognition provided should be significant and meaningful.
  - a) Nominees for the A.S.T.A. Edwin Parr Award shall be presented with a commemorative plaque in recognition of their achievement.

- i) The plaques shall be presented at the public meeting at which the name of the District nominee is announced.
- b) Recipients of the District Award of Excellence shall be honored at the annual staff appreciation night.
  - i) Recipients and their spouse shall be the guests of the Board of Trustees.
  - ii) Each recipient shall be individually introduced to the assembly and their achievement chronicled.
  - iii) Each recipient shall receive a commemorative plaque and a gift from the Chairman of the Board.

## Sample 11 Programs to Recognize Individual Teacher Excellence

### Purpose

To recognize excellence in teaching within the District.

### Nominations

Each teacher's principal is requested to submit a summary of the teacher's contribution to the school, students, public and community.

### Criteria for Selection

- 1) Minimum of five (5) years service with the school district.
- 2) Consistently has demonstrated exceptional teaching skills in the areas of planning preparation, presentation of learning activities, classroom management, pupil growth and evaluation and interpersonal skills.
- 3) Maintains high standards for self and students.
- 4) Is creative, imaginative and highly motivated with an ability to motivate others.
- 5) Respects students, colleagues and the educational system.
- 6) Exhibits instructional leadership.
- 7) Is committed to teaching and to students.
- 8) Demonstrates responsibility and sound decision making ability.

- 9) Constantly strives to improve.
- 10) Communicates effectively.
- 11) Works well as a team member.

Nature of Award

Recipients of this award receive a plaque.

## Sample 12 Provincial A.T.A. Awards

The Alberta Teachers' Association sponsors or administers several provincial level awards.

### A.T.A. Scholarships and Fellowships

#### A. John Walker Barnett/F.J.C. Seymour Fellowships in Education

##### Eligibility

Conditions of eligibility include:

- Permanent Alberta Teaching Certification.
- Active A.T.A. membership (at some time) for at least two years.
- A teacher who is not an active member at the time of application must be an associate member and either
  - i) must have been an associate member for the last three consecutive years, or
  - ii) must have been an active member at some time within the last three years preceding the deadline date for application.
- An applicant must state his/her intention to continue a career in education in Alberta.
- A fellowship may not be awarded to any teacher who has previously been awarded an A.T.A. fellowship.

- An applicant must be admitted as a doctoral candidate in a specialty in education at a university of recognized standing.
- An award is payable in two equal installments, at the beginning of each semester, upon confirmation of registration as a full-time student in the doctoral program.

#### Criteria For Award

The criteria for the award is based on:

- academic standing
- contribution to the A.T.A.
- contribution to education including excellence in teaching

#### Nature of the Award

Each fellowship is in the amount of \$6,000.

### **B. Ventra Travel Services Ltd. Scholarship**

#### Eligibility

Conditions of eligibility include:

- Permanent Alberta teaching certification.
- At least five years teaching experience.
- Active membership of the A.T.A. at time of application.
- Evidence of acceptance into a course which will benefit the applicant professionally.

- The program of study must be for a duration of not less than three weeks.
- Recipients must complete travel arrangements through Ventra Travel Ltd.

#### Nature of the Award

The scholarship is offered annually in the form of a travel voucher valued at \$1,000 for study outside Canada and the Continental USA.

### C. Alberta Credit Union Scholarship

#### Eligibility

Conditions of eligibility include:

- Resident of Alberta who are currently active members of the A.T.A.
- Permanent Alberta certification.
- Intent to pursue advanced study in a master's degree program at an Alberta university, extending over two full semesters of intramusal study in business education, education finance or computers in education.

#### Nature of Award

The award consists of a scholarship in the amount of \$1,000.

#### D. Hilroy Fellowships

##### Eligibility

Conditions of eligibility include:

- Valid certification in the province or territory in Canada.
- Membership in a provincial or territorial teacher organization.
- Actively employed in elementary or secondary school in a province or territory in Canada.
- Applicants may be considered from small teams of teachers, ordinarily not more than six in a group, when the innovative proposal was developed on the initiative of the participating teachers of the team and one is designated as a team leader.

##### Application

Applicants must be made in English or French on the official applicant form and must reach the Hilroy Fellowship Committee of the provincial/territorial teacher organization concerned.

##### Nature of Award

Recommendations for the award of Fellowships of \$1,500 each at the provincial level are made by the provincial teacher organizations. Recommendations for the award of Fellowships of \$1,500 each to teachers in the territories, for one national award of \$5,500 for outstanding merit and three national awards of \$3,500 each for great merit are made by a National Advisory Council. The final selections in all cases are made by the Roy C. Hill Charitable Foundation.

#### E. ATA Gold Medals

Three gold medals, the Milton Ezra LaZerte Gold Medal in Education (U of A), the Clarence Sansom Gold Medal in Education (U of C) and the William Aberhart Gold Medal in Education (U of L), are awarded annually. Recipients are chosen by each university on the basis of highest general proficiency in the final two years of the Bachelor of Education program. The medals (18 karat gold) are supplied by The Alberta Teachers' Association.

#### F. ATA Educational Trust

Individual teacher excellence is also recognized through projects funded by the ATA Educational Trust initiated by a bequest in 1977 to the ATA from a teacher, Frederick William Powell. The trust is supported by contributions from the ATA, its local associations and individuals. The trust is managed by a board of trustees named by the association, including two public representative with administrative services supplied by the Association at no charge.

##### Purpose

The Educational Trust is designed to encourage innovative projects aimed at improving classroom instruction, to generate positive attitudes toward functionally disabled persons and to encourage research on educational issues.

### Look Beyond Education Projects

The Look Beyond Education reserve was established by the Trust with money received from the Alberta Committee for the International Year of Disabled Persons. The purpose of the Trust is to further the objectives of the International Year of Disabled Persons, which was aimed at increasing and promoting awareness and understanding of the right of disabled persons to full participation and equality in our society.

#### Criteria

The following criteria is applied in the selection of a project for funding:

- its educational impact
- its potential for the development of instructional or inservice materials
- its potential as a continuing program

Teacher certification is not essential but is considered in the selection.

### The Vi Fishbourne Memorial Fund

The Vi Fishbourne Memorial Fund was established with a donation from the friends and relatives of the late Violet L. Fishbourne who taught school at the elementary level in Calgary, Edmonton and Lethbridge from 1960 until her retirement in 1973.

Purpose

The purpose of this fund is twofold:

- to assist elementary teachers in the classroom
- to provide them with opportunities for education upgrading

Criteria

The fund is available for:

- innovative classroom research at the elementary level
- a bursuary for elementary teachers to attend an enrichment course at the Banff Centre.

The following criteria is applied in the selection of a project for funding:

- its educational impact on the classroom at the elementary level
- its potential for the development of instructional or inservice materials
- relevance of the Banff Centre course to needs of elementary students

Applicant should hold a valid Alberta teaching certificate and be currently employed at the elementary classroom level.

**Sample 13 The University of Calgary**

**A. Awards For Distinction in Teaching**

**B. Outstanding Professor Award**

**A. Awards for Distinction in Teaching**

The Faculty of Education, the University of Calgary gives a official recognition to outstanding teaching through "Awards for Distinction in Teaching".

Eligibility

The awards are reserved for full-time members of academic staff in the Faculty of Education. Teachers of undergraduate and/or graduate courses are eligible to be nominated.

Nomination Procedures/Criteria

Individuals and groups are invited to submit nominations for the awards. Criteria are to be developed and used by nominators in presenting their case to the Awards Selection Committee. In addition to recognizing outstanding teaching, the awards program is intended to stimulate dialogue about the basis on which superior teaching is identified.

Nature of the Award

Each award consists of a scroll and a cash prize presented at the annual June graduation diner dance and awards ceremony organized by the Education Undergraduate Society.

## **B. Outstanding Professor Award**

This award is given to the professor who best meets the criteria of an outstanding teacher. It is suggested on the nomination form that nominators consider questions such as:

- Was the course creatively planned?
- Was my instructor enthusiastic? a good speaker?  
well prepared?
- Was he/she sensitive? patient? fair? respectful?
- Did he/she promote a relaxed, friendly atmosphere?

The award is presented at the Education Undergraduate Society Graduation and consists of a plaque engraved with the name of the award and the year.

## General Responses

Numerous districts responded by indicating that recognition of teachers is accomplished in two ways. Firstly, a number of districts (8 respondents) identified their program of teacher evaluation as a means of recognizing excellence. Secondly, an equal number of respondents indicated that long service award ceremonies and the presentation of pins, plaques or certificates are a means to recognize individuals for their contribution to their particular school district.

In addition a number of jurisdictions who participate in the Annual Edwin Parr Award program for novice teachers (offered by the A.S.T.A.) have a similar local award, the winner of which is the nominee for the Edwin Parr Award.

Finally, of the jurisdictions responding indicating that a program for recognizing teacher excellence does exist in their district, most of these respondents (70%) indicated that this program was one part of a two part program which recognizes certificated staff and non-certificated staff separately.

FUTURE PROGRAMS

Six respondents indicated that a program for recognizing teacher excellence has been proposed and is being considered in the future. Plans range from implementing "school based plans which involves teachers working in collegial groups" to a "Teacher of the Year" award similar to the Edwin Parr Award but that would not be limited to beginning teachers. One district indicated that "selecting teachers or other staff that are visibly outstanding in various ways is not acceptable if awards are to be presented in a global manner". It was concluded in this district that they "will likely become very specific and outline a number of presentations to be made ie. Outstanding Service to Junior High Athletics, etc.".

REACTIONS TO PROGRAMS TO RECOGNIZE TEACHER EXCELLENCE

**In Support of Programs to Recognize Teacher Excellence**

The following is a sample of comments favoring programs to recognize teacher excellence:

"The thought of a program at the provincial level is worth considering probably on a zone basis much like the A.S.T.A. Edwin Parr Award. The matter of duplication of effort, however, might distract."

"In any case, the recognition of excellence in the teaching profession should be considered essential in Alberta and might well be a positive aspect of C.O.A.T.S."

"We wish you and the Council on Alberta Teaching Standards success with your project."

"Best regards and wishes for success with this project."

"We have found that generally teachers do not like to be singled out for special recognition but if it is handled in an informal low-key manner it is greatly appreciated."

I am pleased to see that there may be a move at the provincial level to identify and reward outstanding teachers."

"We believe that Recognition of Teacher Excellence is of utmost importance ...".

"I am pleased to note that COATS is surveying existing program designed to identify teacher excellence ...".

"The Council on Alberta Teaching Standards is to be commended on examining the issue ...".

"Best wishes on tackling a controversial and yet vital issue".

#### In Opposition to Programs to Recognize Teacher Excellence

The following comments received reflect some opposition to programs which recognize teacher excellence:

"The staffs unanimously declared that these awards (ie. outstanding teacher) tend to be divisive and our staffs prefer to operate in a cooperative mode. I agree with these sentiments - awards for excellence are far too subjective to be taken seriously. I hope that COATS abandons the idea of having a program to recognize individual teacher excellence".

"Such programs (ie. Teacher of the Year) are not perceived by most teachers I have spoken to as warranting serious consideration".

"In addition to asking people what forms recognition should take, and how people should be selected for this recognition, a question was asked as to whether teachers favoured recognition programs of any kind. A majority of our teachers indicated that they would prefer that no one be singled out for public recognition".

"It is my impression that the majority of our teachers believe that the hard feelings that are caused when someone is not recognized are greater than the positive feelings that result when someone is receiving recognition".

"... several initiatives have been undertaken in order to develop, in consultation with our teaching staff, an awards policy and procedures to recognize teacher excellence. In every case, proposals have been rejected or discouraged. The only acceptable awards by our staff at this time are long-service awards".

SUMMARY OF SURVEY OF PROGRAMS TO RECOGNIZE TEACHER EXCELLENCE

Of a total of 273 questionnaires forwarded, 53 responses were received or approximately 19% of the total possible response. All responses received from public and separate school districts were combined and totalled 47. Three responses were received from private schools and the remaining three responses came from the Provincial Alberta Teachers' Association, the University of Calgary and from a school operated by the Department of National Defence.

Of the responses received, 21 indicated that individual excellence is recognized in one way or another in their district. Some districts have a formal policy which recognizes both certificated and non certificated staff for excellence in their particular area. Others see recognition as ongoing and indicate recognition is provided in writing to employees when appropriate to do so, primarily through its program of teacher evaluation. Numerous districts also indicated that they have an award program for long service and considered this program as a means of providing recognition for employees who have provided quality service over an extended period of time. Other references made to the means for recognizing individual excellence included:

- having teachers make presentations at regular board meetings
- issuing letters of commendation for outstanding achievement
- ensuring recognition in the local media for particular accomplishments
- using internal promotion policy of the board
- requesting teachers to conduct inservice sessions or workshops to share skills and knowledge with other teachers in the district.
- using professional improvement policy to allow a teacher further study/research in a particular area of benefit to the teacher and the district.

A small number of districts (6) indicated that consideration is being given to the development of a program to recognize teacher excellence in the near future. In each case no details of the proposed program was provided.

In three instances attempts to begin or perpetuate an existing program to recognize teacher excellence were receiving some opposition. For example, one district reported that there was both a positive and a negative side to individual awards. Once parents were aware that one teacher had won an award, there was "pressure brought to have" particular children enrolled in this teacher's class. "The feeling was that, as soon as you single one out as exemplary, it makes all the other teachers less than exemplary."

In another example, a problem that was encountered was that the "visible" teachers ie. of physical education, of band, etc. were the most often selected for the contributions that they were making in addition to their classroom teaching. "Objections were raised because of a concern that other teachers who were marking essays or preparing lessons night-after-night could be overlooked". It was concluded that what was needed was "to establish detailed criteria prior to any recognition of any employee before an award is presented".

In a third example repeated initiatives to develop an awards policy, in consultation with the teaching staff have been rejected or discouraged. In this case, the only acceptable awards to the staff were long-service awards.

There was no indication by any of the respondents that a program to recognize individual teacher excellence was begun and subsequently abandoned for lack of support. Jurisdictions appeared to prefer to modify the criteria or selection process in preference to withdrawing from such a program completely.

RECURRING THEMES IN THIS STUDY

A number of themes reoccur in this survey as follows:

- Where programs exist to recognize excellence in a jurisdiction, frequently that program recognizes both certificated and noncertificated staff using separate criteria and selection process.
- Teacher evaluation and Long Service awards are frequently considered a means to recognize teacher excellence.
- Informal means rather than formal policy is frequently used to identify individual teacher excellence on an ongoing basis.
- Excellence in individuals should be recognized as a means of motivating other teachers for the overall benefit of the district.
- The criteria for selecting individuals for recognition is difficult to generalize into a policy.
- Certificates and Plaques are most frequently mentioned as being presented to recipients of awards for excellence.

SUMMARY OF RESPONSES

Listed below is a summary of the responses received to the inquiry made by the Council on Alberta Teaching Standards as to programs in the province to recognize teacher excellence.

Total Number of Survey Questionnaires Forwarded:	273
Total Responses Received:	53 (19% response)
Responses from Public and Separate Districts:	47
Responses from Private Schools:	3
Responses from Other Respondents:	3
Do Have Some Recognition Program Currently:	21
Use Teacher Evaluation/Long Service Awards To Recognize Teacher Excellence:	12
Indicated a Future Program of Recognition is Planned:	6
Indicated a Program of Recognition was Begun and Terminated:	0
Appeared to Favour Programs to Recognize Individual Teacher Excellence:	31 (60% of respondents)
Appeared to Indicate Opposition to Programs:	3 (6% of respondents)
Gave No Indication of Support/Nonsupport for Individual Teacher Excellence Program:	17 (35% of respondents)
Would Like to Receive a Copy of the Survey Results:	24

**SUPPLEMENTAL TO**

**A SURVEY OF PROGRAMS  
TO  
RECOGNIZE INDIVIDUAL TEACHER EXCELLENCE IN ALBERTA**

**A SURVEY OF ATA LOCALS AND SPECIALIST COUNCILS**

**November, 1986**

## Introduction

In July, 1986 the Council on Alberta Teaching Standards undertook a study of all local school jurisdictions in the province to determine the extent and nature of programs to recognize teacher excellence. In September, 1986 the Council sought to determine if such programs are being employed by ATA locals or by Specialist Councils of the ATA. The following outlines the findings of this study.

## Responses from ATA Locals

In September, 1986 the Council on Alberta teaching Standards forwarded a letter to each of the eighty-seven (87) locals listed by the Alberta Teachers' Association. Eight (8) responses were received. Of the eight responses, four indicated that no program to recognize teacher excellence was sponsored by the local. In addition, two respondents indicated that their local does endorse activities to recognize teacher excellence and one respondent indicated that the local was active in the development of a program by it's Board to recognize teacher excellence (which was previously reported in Part One of this study).

Below is an outline of the two programs described by the locals who responded to the study:

### Sample 1

One local indicated that although it does not have any programs in place which recognize teacher excellence as such but that the local "encourages the development of teacher excellence, which in its view is probably a more important objective".

The Local engages in a variety of formal activities which promote the improvement of the teaching profession.

- an annual \$1,000. scholarship for a teacher on leave for full time professional improvement study at university
- any teacher new to the profession and the Local is presented with a certificate which entitles the bearer to join, at not charge, an ATA Specialist Council of his/her choice.
- the Local is involved in promoting and facilitating ATA professional growth courses such as T.E.A.C.H. (Teaching Effectiveness and Classroom Handling), T.L.C. (Teaching through Learning Channels) and P.L.U.S. (Professional Longevity Under Stress).
- the Education Committee of the Local is currently developing a manual for use in planning school professional development days.

#### Sample 2

Under the auspice<sup>s</sup> of the Effective Teaching Project there is a certificate for the successful completion of the Essential Elements of Instruction Workshop. In addition, there is a plaque which goes out to the staff of a school when the entire staff has completed the Effective Teaching Project (12 were presented in the 1985-1986 school year).

A second certificate is available to principals and selected teachers on the successful completion of the Clinical Supervision component.

A third program and certificate will apparently be available this year to individual teachers who have completed The Essential Elements Workshop. This new program is entitled "Accommodating Learning Styles and Classroom Management."

Note:

Of the ATA Locals who responded to this enquiry, two responses indicated non-support for the Council on Alberta Teaching Standards to initiate programs to recognize individual teacher excellence:

"If the Council on Alberta Teaching Standards is pursuing the issue of recognizing individual teacher excellence as a device to promote improving teaching in Alberta, then we would suggest that the Council is wasting its time. Teachers pursue excellence out of their commitment to children not for the possibility of individual recognition. The Alberta Teachers' Association has a proud heritage of promoting high professional standards. It still is, and will no doubt continue to be, the most suitable institution in the province for the improvement of the teaching profession."

"This is to inform you that our ATA Local ... does not endorse programs for identifying teacher excellence in Alberta."

A.T.A. Specialist Council Responses

The A.T.A. lists twenty-one Specialist Councils. Of these, eight responses (a return rate of 36%) on behalf of particular specialist councils were received. Seven of the eight responses provided information on programs to recognize excellence within that particular specialty area. A summary of the responses is provided below.

Sample 1

INDUSTRIAL EDUCATION COUNCIL

I. Administrator of the Year Award (AOY)

The Award is presented annually to the Administrator, who by his/her past services to education in general, and to industrial education in particular, has furthered the cause of teachers, programs and students in industrial education.

An Administrator is defined as a person who, by virtue of his/her designation in the primary or secondary system of one or more Alberta school jurisdictions, facilitates the operation and supervision of a school or school system.

The AOY Award may not be issued in any given year if the Committee does not identify a worthy recipient.

The AOY must be a current member of INDEC and must not be a current member of the Provincial Executive of INDEC.

Criteria for the Award

1. Years of teaching experience/training
2. Years as an administrator
3. Involvement in industrial education
4. Industrial or equivalent experience
5. Qualities of leadership

The recipient of this Award shall receive a plaque appropriately inscribed.

## II. Teacher of the Year (TOY)

The Award is presented annually to the teacher of industrial education who has demonstrated by his/her services to education in general and to industrial education in particular a commitment to the development of students, curriculum and colleagues in the field of industrial education.

The TOY Award may not be issued in any given year if the Committee does not identify a worthy recipient.

The TOY must be a current member of INDEC and must not be a current member of the Provincial Executive of INDEC.

### Criteria for the Award

- 1) Years of teaching experience/training
- 2) Involvement in industrial education - subject area(s)
- 3) Industrial or equivalent experience
- 4) Professional development activities
- 5) Involvement in curricular development
- 6) Creative input into the instruction of industrial education

The Award shall consist of a sum of \$500.00 that shall be used to assist the award recipient in attending a national or international convention.

### Sample 2

#### HOME ECONOMICS SPECIALIST COUNCIL

#### Honorary Membership

Procedures to be followed:

- 1) The honorary membership committee is composed of past president, (chairperson) and regional representatives.
2. The regionals are invited to nominate candidates using the nomination form distributed by the past president.
3. The committee shall arrange for the presentations.
4. After presentations, the committee is responsible for advising Barnett House of change in membership listing; advising recipients that they are entitled to all the privileges of regular members.
5. The regionals are entitled to claim the regional grant from the Home Economics Council on behalf of their honorary members.
6. Provincial executive will cover the cost for the nominee for the function at which she is honored plus one night's accommodation and breakfast.

Criteria for Eligibility for Honorary Membership in the ATA Home Economics Specialist Council

The executive committee of the Home Economics Council will grant honorary memberships to nominees submitted by regionals.

Regional executives should not feel they need to nominate someone each year.

In order to qualify for such a membership a person must:

1. Have made a superior contribution to Home Economics Council.

Selection guidelines for honorary membership:

- a) Has served on the executive of their regional and/or provincial levels of the Home Economics Council.

- b) Has maintained continuous involvement in professional activities.
  - c) Has been an active teacher, supervisor or consultant of home economics for the major portion of her/his career.
  - d) Has contributed to professional newsletters and journals.
  - e) Has been involved in community affairs as a home economics educator.
2. Unless critical circumstances deem otherwise, have retired prior to the date of the presentation.

### Sample 3

#### LEARNING RESOURCES COUNCIL

##### Awards Policy

#### I. Laurence G. Wiedrick Award of Excellence

- 1) This award may be given annually, and if given, is to be presented at the annual conference of the Learning Resources Council.
- 2) This award recognizes outstanding achievement by a school media specialist, school media administrator, or media educator. (Nominees should be considered because of demonstrated excellence in their employed field or for outstanding achievement in the field at large.)

- 3) Only one award may be given annually unless unusual circumstances warrant it. An award need not be given should the committee so decide.
- 4) Nominations for the award will be judged by a committee composed of the past president, two directors and one person to be appointed from the membership at large. The past president will serve a chairman.
5. Nominees must be members of the Learning Resources Council.
6. Nominations for the award may be forwarded to the committee by regional councils or individual members of the Learning Resources Council.
7. Information asking for nominations should be sent to all Council members four months before the annual conference. (Nominations to be received by the committee six weeks before the conference. Notice to appear in the Council's newsletter.
8. The award, if given, should consist of a certificate and a gift not exceeding \$250. in value.
9. Nominations shall be considered for only the year in which they are received.
10. A nomination form devised by the committee shall be used.
11. Extensive coverage of the award should be given through the press.

## II. Award of Merit

1. This award may be given annually by either the regionals of the Council or the executive of the Provincial Council.
2. This award recognizes outstanding achievement by a school media specialist, school media administrator or media educator. (Nominees should be considered because of the demonstrated excellence in their employed field or for outstanding achievement in the field at large.)
3. Any number of these awards may be presented in any one year.
4. Nominations will be judged by the awards committee of the regional or provincial executive as the case may be.
5. Nominees do not have to be members of the Learning Resources Council
6. Nominations for the award may be forwarded to the committee by regional councils or individual members of the Learning Resources Council.
7. Nominations shall be considered for only the year in which they are received.
8. A nomination form devised by the committee shall be used.
9. Extensive coverage of the award should be given through the press and The ATA News.
10. The certificate given in recognition of the award must be signed by the President of the Learning Resources Council, ATA.

Learning Resources Council  
AWARD/EXECUTIVE NOMINATION FORM

Name of Candidate \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone \_\_\_\_\_ (res) \_\_\_\_\_ (bus)

Nomination for: (please check one only)

_____ Lawrence G. Wiedrick	_____ President-Elect
_____ Award of Excellence	_____ Treasurer
_____ Award of Merit	_____ Director

Biographical

Data: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(Include information about education, experience, publications, interests, community memberships, committee involvement, other contributions, etc.)

Name of Member Submitting Name  
for Consideration  
Address \_\_\_\_\_

Telephone \_\_\_\_\_ (res) \_\_\_\_\_ (bus)

Mail by \_\_\_\_\_ to: \_\_\_\_\_

information. or call \_\_\_\_\_ for more

Sample 4

SOCIAL STUDIES COUNCIL

I. Award of Excellence

Award

1. The Award may be conferred annually.
2. The Award shall be ratified b the Executive Committee.
3. The Award shall be announced and presented at the Annual Conference.
4. The Award shall be a plaque in the shape of the Province of Alberta, inscribed with the following:
  - a) ATA Social Studies Council Logo
  - b) ATA Social Studies Council
  - c) Award of Excellence
  - d) Name of Recipient
  - e) Year

Qualifications of Candidate

1. The Candidate must be a former or a current member of the ATA Social Studies Council.
2. The Candidate shall have performed distinguished, meritorious and special service as a leader in the ATA Social Studies Council and/or has contributed significantly to Social Studies Education in Alberta.

### Nomination Procedures

1. The committee shall secure nominations for the Award of Excellence by:
  - a) Advertising in "Focus"
  - b) Sending information forms with "Focus" prior to the Nomination deadline.
2. All members of the Council are entitled to nominate persons for the Award.
3. Each nomination must be accompanied b letters of reference from two current members of the Council
4. No nomination shall be considered by the committee unless accompanied by a nomination form appropriately documented and endorsed.

### Selection Committee

1. The Past-President shall chair the Awards Committee.
2. The Awards Committee shall be the Executive Committee of the Council.

### Records

1. The Chairperson shall procure photographs of the recipient for use in "Focus" and for archives.
2. Copies of the biographical data and citations of those receiving the Award shall be included in the past-conference issue of "Focus" and the "ATA News".

## II. Certificate of Outstanding Service

### Award

1. The Award may be conferred annually and shall recognize work at the Regional level.
2. The Award shall be ratified by the Executive Committee.
3. The Award shall be announced and presented at the Annual Conference.
4. The Award shall be a framed certificate, inscribed with the following:
  - a) ATA Social Studies Council Logo;
  - b) ATA Social Studies Council;
  - c) Certificate of Outstanding Service;
  - d) Name of Recipient;
  - e) Name of Regional; and
  - f) Year.

### Qualifications of Candidate

1. The Candidate must be a Council Member.
2. The Candidate shall be an individual who has made a significant contribution to an ATA Social Studies Regional Council and/or has contributed significantly to Social Studies Education in a Regional area.

### Nomination Procedures

1. The Committee shall secure nominations from the Regional Presidents.

2. Each Regional President may nominate up to two Candidates annually.
3. No nomination shall be considered by the Committee unless accompanied by documentation of accomplishment.

#### Selection Committee

1. The Past-President shall chair the Awards Committee.
2. The Awards Committee shall be the Executive Committee of the Council.

#### Records

1. The Chairperson shall procure photographs of the recipients for use in "Focus" and for archives.
2. Information regarding the recipients will be published in "Focus".

### III. Executive Service Award

#### Award

1. The Award may be conferred annually.
2. The Award shall be presented at the Annual Conference.
3. The Award shall be a plaque inscribed with the following:
  - a) ATA Social Studies Council Logo;
  - b) ATA Social Studies Council;
  - c) Executive Service Award;
  - d) List of offices held;
  - e) Name of Recipient; and
  - f) Year.

Qualifications of Candidate

1. The candidate must have been a member of the Council Board of the Social Studies Council for three or more years.
2. The candidate must have performed the duties of office as outlined by Council or by the President.
3. The Award shall be presented to the Candidate when his/her term of office is completed and he/she is leaving the Council Board.

Selection Committee

1. The Past-President shall chair the Awards Committee.
2. The Awards Committee shall be the Executive Committee of the Social Studies Council.

Records

1. The Chairperson shall record the positions held by the recipient.
2. The Chairperson shall procure photographs of the recipient for use in "Focus" and for archives.
3. Information regarding the recipient shall be published in "Focus".

IV. Honorary Life Membership

1. The Award may be conferred annually.
2. The Award shall be ratified by the Council Board of the Social Studies Council.

3. The Award shall be announced and presented at the Annual Conference.
4. The Award shall be a framed certificate inscribed with the following:
  - a) ATA Social Studies Council Logo;
  - b) ATA Social Studies Council;
  - c) Honorary Life Membership;
  - d) Name of Recipient;
  - e) Year.
5. The Certificate shall be accompanied by a gift (Canadiana) of \$200 in value.
6. The Honorary Life Membership shall entitle the recipient to all benefits of membership in Social Studies Council.
7. All recipients shall have their names inscribed on a plaque posted for permanent display at the ATA headquarters.

#### Qualifications for Candidate

1. The Candidate must be a former or a current member of the ATA Social Studies Council.
2. The Candidate shall have performed meritorious and special life-long service as a leader in the ATA Social studies Council and/or has contributed significantly to Social Studies Education, in Alberta, over a number of years.

#### Nomination Procedures

1. All members of the Council are entitled to nominate individuals for the Award.

2. The nomination shall be accompanied by a written testimonial, outlining the individual's contributions and involvement in Social Studies Education and the ATA Social Studies Council.
3. Each nomination must be signed by at least ten active and current members of the ATA Social Studies Council.
4. No nomination shall be considered by the Committee unless accompanied by the appropriate documents and endorsements.
5. Voting on the nomination shall be by secret ballot.
6. All members of the Council Board of the ATA Social Studies Council shall be entitled to vote on the nomination.
7. The nomination must be ratified by a two-thirds majority of the Council Board Members present.

#### Selection Committee

1. The Past-President shall chair the Awards Committee.
2. The Awards Committee shall be the Council Board of the ATA Social Studies Council.

#### Records

1. The Chairperson shall procure photographs of the recipient for use in "Focus" and for archives.
2. Copies of the biographical data, citations and testimonials shall be included in the post-conference issues of "Focus" and the "ATA News".
3. The name of the recipient shall be inscribed on a plaque, on permanent display at the ATA building.

Sample 5

GUIDANCE COUNCIL

I. Murray Jampolsky Memorial Award for Outstanding Practising  
School Counsellor

---

Criteria

1. Nominee must be a member of the ATA Guidance Council.
2. Nominee must meet most of the following criteria:
  - a) Nominee should be involved in ongoing professional development;
  - b) Nominee should have initiated innovative project and/or program in school guidance and counselling.
  - c) Nominee should demonstrate competence in school counselling.
  - d) Nominee should be involved with the school community in promoting guidance and counselling services.

Nomination Procedure

1. The following individuals may nominate candidates for this award: counsellors, teachers, administrators, students and parents.
2. Each nominee must be supported by three nominators.
3. Nomination forms and supporting documentation shall be submitted by one of the nominators.
4. Nomination forms are available from the chairperson of the Awards Committee.

5. Submissions must be postmarked by May 1st.
6. The Awards Committee will meet, review applicants and make its selection prior to the table officers' spring meeting. An award need not be made each year.
7. The Awards Committee will be comprised of three former presidents appointed each year by the table officers.
8. The presentation will be made at the Annual ATA Guidance Council Conference. The successful candidate will receive:
  - a) Full coverage of conference costs, similar to table officers;
  - b) An award of \$100.00;
  - c) A plaque that is representative of the trophy which will be maintained at Barnett House by the ATA staff advisor.

#### Sample 6

#### HEALTH AND PHYSICAL EDUCATION COUNCIL

The Health and Physical Education Council recognizes teacher excellence both formally and informally.

It recognizes teachers in an informal basis in the following ways:

Teachers who have excellent programs in health and physical education in their schools are invited to write articles for our publications and to present sessions at the Annual Conference, at Teachers' Conventions, at Drive-In Workshops which are sponsored by the Council and on professional development days. Individuals are recognized by means of photographs and by-lines in the journal (The Runner which is published quarterly), and in newsletter feature articles. An honorarium is usually given for sessions sponsored by the Council. Recognition may also be given by means of an article in the newsletter or the journal.

Teachers are recognized on a formal basis by the Council with the presentation of awards at the Annual Conference. Photographs and citations are published in The Runner (Distinguished Service Awards) or in the newsletter (Certificates of Commendation). Three types of awards are presented by the Council:

1. Distinguished Service Awards

Presented to deserving candidates who have performed distinguished, meritorious and special service as a leader in the field of health and physical education in Alberta..

2. Certificates of Commendation

Awarded to one or two persons in each of ten districts in the province who have or who are making an outstanding contribution to Health and Physical Education.

3. Council Pins

Given to all Health and Physical Education Council executive members who have served on the executive for three or more years.

Recognition is also given to the speaker who presents the Robert Routledge Memorial Address at the Annual Conference.

The Health and Physical Education Council is a liaison group of CAHPER (The Canadian Association of Health, Physical Education and Recreation). This national organization presents Honour Awards to deserving recipients. (Several Albertans have received one of these prestigious awards in recent years.) CAHPER also has instituted a Young Professional Award recently. One Young Professional Award is presented in each province and territory each year.

In terms of publications and speakers for conferences, inservice, etc., recommendations are often received by "word of mouth". The Publications Board and the Professional Development Chairperson receive input from all executive members and from individual members of the Council. They then contact the individual and ask them to consider writing an article or submitting the information, or to present a session. A Personnel Resource Directory has been established and is maintained by the chairperson of the professional development Committee on the Council. Most of the executive members have a copy of this directory (which is up-dated annually). Requests for particular speakers are then referred to the chairperson of this committee.

In terms of awards, the following criteria and selection procedures are followed:

1. Distinguished Service Awards

An annual award which is presented at the Annual Conference.

Nomination Procedures

The Past-President is the chairperson of the Awards Selection Committee. Nomination forms are enclosed with one of the publications which is mailed to the membership of approximately 1350. The nomination form must be returned to the Past-President prior to a deadline which occurs about six weeks prior to the conference. The nomination form must be submitted by a member of the Health and Physical Education Council. It requires two letters of reference and must be endorsed by a school principal, school superintendent, or the Dean at a university.

### Criteria

The candidate must be a former or current member of HPEC who has performed distinguished, meritorious and special service as a leader in the Health and Physical Education Council and/or in the areas in which he/she has special interest.

### Selection Procedures

The Awards Committee consider the nominations received and select the candidate for the award. At the present time, the number of awards to be presented in a given year is not specified. It has ranged from two awards to four awards being given annually since this award was instituted in 1974. This decision must then be ratified by the executive.

Note: The Council is in the process of amending the guidelines and selection procedures for this award.

## 2. Certificates of Commendation

### Nomination and Selection Procedures

There are ten district representatives who are members of the executive. Each one may nominate up to two people in their district for this award which is presented at the Annual Conference. The selection is made by the district representative (usually in consultation with the "Outreach Group" in their area).

### Criteria

Candidates must be members of the Health and Physical Education Council who have made or who are making an outstanding contribution to Health and Physical Education in their area.

### Non-Member Awards

In addition to the district awards, the executive has the power to nominate individuals who are not members of the Council but who have made or who are making an outstanding contribution to Health and Physical Education. These nominees also receive a complimentary one year membership in the Council.

### 3. Council Pins

#### Criteria

Executive members who serve for three or more years are presented with a council pin at the Annual Conference.

### 4. Robert Routledge Memorial Address

The speaker who presents this address is presented with an engraved silver tray and the address is published in the journal, The Runner.

### 5. CAHPER Awards

#### a) Honour Awards

Members of CAHPER may nominate individuals for these awards which are given at the national CAHPER Conference. Selections are made by an Awards Committee. No criteria for selection was provided.

#### b) CAHPER Young Professional Award

One award is given in each province and territory. the purpose of this award is to give national recognition to young professionals in Health and Physical Education and

b) CAHPER Young Professional Award - Cont'd

related disciplines. The award is presented at an annual meeting of the liaison group. The recipient is also acknowledged at the Annual CAHPER Conference. One issue of the CAHPER Newsletter will carry the photograph and a brief citation on each recipient.

Nomination Procedures

Liaison groups (The Health and Physical Education Council in Alberta), as well as individual members and other agencies, are eligible to nominate one candidate. The deadline is established by the CAHPER Awards Committee. The nomination form must be signed by three current members of CAHPER and it must include a letter of reference from a superior of the candidate.

Criteria

The nominee must be a member of CAHPER or a liaison group. Candidates will be evaluated on their contribution to the aims and objectives of CAHPER. Candidates should be thirty-five years of age or less. The professional efforts of this individual must have led to an exemplary program or accomplishment.

Selection Procedures

The chairperson of the CAHPER Awards Committee will name a representative committee to approve the recipients of the Young Professional Award.

The awards presented by the Health and Physical Education Council are:

1. Distinguished Service Award

This award is a large plaque in the shape of the province of Alberta, inscribed with the following:

- a) "Run for Your Life" insignia (our Council's logo);
- b) "Alberta Teachers' Association";
- c) "The Health and Physical Education Council";
- d) Name of recipient; and
- e) Year.

2. Certificates of Commendation

A suitably inscribed certificate (custom-made for HPEC) is presented.

3. Council Pins

Custom pins which includes the Council logo and the name of the Council.

The awards presented by CAHPER are:

1. Honour Awards

The specific nature of the award was unknown but is believed to be a large plaque.

2. CAHPER Young Professional Award

This award includes an inscribed plaque, a letter of commendation from the CAHPER President and a certificate.

Sample 7

SPECIAL EDUCATION COUNCIL

For each activity undertaken by the Council, the President shall appoint a Chairperson. If the appointee is not a member of the Executive Board, one of the Executive board members shall be appointed as Liaison Officer.

Awards and Criteria

The Special Education Council recognized outstanding teachers, educators and administrators who have contributed to the field of Special Education. Awards are made based on the following criteria:

1. Teacher who provides outstanding service within immediate environment (classroom, school) by:
  - a) enhancing child's self-concept and feeling of self-worth;
  - b) recognizing strengths and building on them;
  - c) teaching to strengthen weaknesses;
  - d) working well with teachers within the school;
  - e) working well with parents.
2. Special educator who provides outstanding service beyond the classroom (school system, community, province) by assisting in developing programs outside the classroom (e.g. curriculum, community programs, professional development, system programs).
3. Administrator who has made an outstanding contribution to the field of special education by:
  - a) stressing quality programs within the system;
  - b) adding to the growth of programs within the system;
  - c) adding to the growth of programs within the community.

4. Special recognition for outstanding service to improve the quality of special education. This award is open to parents, employers, employees, doctors, professionals from other disciplines, etc.

#### Other Criteria

Award winners must be nominated by two people, one of whom is a member of the Special Education Council. Nominees must have a minimum of five years service in special education. Membership in the Special Education Council is not a criterion. A curriculum vitae must accompany the nomination. The nomination must be postmarked by September 30. Elected Special Education Council Board members are not eligible to receive awards while on council or within two years of completing Council term.

Note: Awards will not necessarily be given each year.

#### Procedures

1. Nomination forms will be included in the April and June issues of the newsletter.
2. Award recipients will be notified by the chairperson of the Awards Committee of their award and will be invited to attend the annual conference with the Council providing the following:
  - a) conference registration for the award recipient;
  - b) accommodation;
  - c) two banquet tickets if appropriate;
  - d) transportation at rates established by the Council Board;
  - e) meals at rates established by the Council Board.

3. Nominators of unsuccessful nominees shall be notified in writing of the decision by the Chairperson of the Awards Committee.
4. Awards will be presented at the Annual Conference by the President of the Special Education Council at a time determined in consultation with the Conference Committee Chairperson.

Note: There was no indication in responses received from representatives of Specialist Councils of a lack of support for programs to recognize teacher excellence. However, in a letter received from the Health and Physical Education Council President, several concerns were presented. These concerns were:

1. Have certain or specific criteria been identified that will be used to make assessments on Teacher Excellence. If so, will they be made available to teachers for reaction?
2. What will be the modes of recognizing those teachers (ie. letters of commendation, awards, public acknowledgment)?
3. What effect will the recognition of some teachers have on other teachers whose work and effort may exceed or be equal to those selected but they were overlooked or not nominated?

THE ALBERTA TEACHERS' ASSOCIATION  
11010 - 142 STREET  
EDMONTON, — ALBERTA  
T5N 2R1

	DATE DUE		
DEC 19 1987			

